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ABSTRACT

In recent years several bibliographies have been compiled on the subject of collective bargaining in higher education. This publication is an attempt to provide laymen with an up-to-date and comprehensive bibliography. Citations are presented in three categories: (1) agencies, bibliographies, periodicals, and other basic resources; (2) public employment bargaining: labor law and practices; and (3) collection bargaining and governance in higher education. The section covering agencies, bibliographies, periodicals, and other basic resources encompasses bibliographies and services for higher education and public employment relations and periodicals concerning bargaining agent activity, higher education, and public employment relations. Brief annotations are included.
(MJM)

RESOURCES ON ACADEMIC BARGAINING AND GOVERNANCE

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This publication was prepared pursuant to a contract with the National Institute of Education, U.S. Department of Health, Education and Welfare. Contractors undertaking such projects under government sponsorship are encouraged to express freely their judgment in professional and technical matters. Prior to publication, the manuscript was submitted to the Academic Collective Bargaining Information Service for critical review and determination of professional competence. This publication has met such standards. Points of view or opinions do not therefore, necessarily represent official views or opinions of either the Academic Collective Bargaining Information Service or the National Institute of Education.

FOREWORD

In recent years several bibliographies have been compiled on the subject of collective bargaining in higher education. This publication is an attempt to provide laymen—rather than experts or researchers—with an up-to-date and comprehensive bibliography.

This bibliography is the result of a partnership effort between the Educational Resources Information Center (ERIC) Clearinghouse on Higher Education and the Academic Collective Bargaining Information Service. The Academic Collective Bargaining Information Service is a project funded by the Carnegie Corporation of New York and cosponsored by the Association of American Colleges, the American Association of State Colleges and Universities, and the National Association of State Universities and Land-Grant Colleges. Its primary purpose is to collect and disseminate information on collective bargaining in higher education.

Terrence Tice has been editor or author of a number of articles and books on collective bargaining in higher education. As a result of his work and with the cooperation of the Institute of Continuing Legal Education at the University of Michigan, we are able to offer this useful and comprehensive bibliography.

It should be noted that the statements made and views expressed in this publication are solely the responsibility of the author.

Dennis Hull Blumer, Director
Academic Collective Bargaining
Information Service

AUTHOR'S PREFACE

The newly emerging relation between collective bargaining and governance in higher education dates from 1965. Few works before 1970 explored that relation. Thus, although the current selection of resources largely dates from 1970, it is quite adequate for general purposes and corresponds to the rapid rise of interest and expertise, year by year.

The involvement of academic personnel in collective bargaining is chiefly a reflection of its explosive growth within the public sector in recent years. Therefore material is included here that deals more broadly with relevant experience in both the public and the private sectors.

Selected are items that offer particularly apt or arresting coverage of the issues. The Institute of Continuing Legal Education has granted permission to draw from the more comprehensive bibliographies (1965-1972) included in the two books I have edited, which are cited below. This bibliography adds much new material and runs through January 1974.

The listings are made under these headings:

I. Agencies, Bibliographies, Periodicals, and Other Basic Resources

- A. Bibliographies and Services, Higher Education
- B. Bibliographies and Services, Public Employment Relations
- C. Periodicals, Bargaining Agent Activity
- D. Periodicals, Higher Education and Public Employment Relations

II. Public Employment Bargaining: Labor Law and Practice

- A. Books
- B. Articles

III. Collective Bargaining and Governance in Higher Education

- A. Books
- B. Articles

Books and articles are presented in separate lists, alphabetically by year. The collection is further separated into mini-bibliographies by the index.

ERIC numbers refer to the chronological index in *Research in Education*. Unpublished and lesser known materials, such as study reports and dissertations, are also indexed there.

Terrence N. Tice

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I. AGENCIES, BIBLIOGRAPHIES, PERIODICALS, AND OTHER BASIC RESOURCES

A. Bibliographies and Services, Higher Education

Comprehensive annotated bibliographies on collective bargaining in higher education through 1972 are contained in the author's two books and include relevant material on public employment relations, legal questions, and academic governance. Other recent annotated bibliographies: John W. Gillis, "Academic Collective Bargaining: Comment and an Annotated Bibliography," *Liberal Education* 56, no. 4 (December 1970), 594-604; his "Continuing Development of Academic Collective Bargaining," *Liberal Education* 57, no. 4 (December 1971), 529-540; and Carol H. Shulman, *Collective Bargaining on Campus* (Washington, D.C.: American Association for Higher Education, 1972, 42 p.).

In the higher education area, the Academic Collective Bargaining Information Service (Director; 1818 R Street, N.W., Washington, D.C. 20009) maintains services for individuals and organizations. Telephone: (202) 387-3760.

The National Center for the Study of Collective Bargaining in Higher Education (Maurice C. Benewitz, Director; Baruch College, City University of New York, 17 Lexington Avenue, New York, N.Y. 10010) has programs and subscription services covering a wide range of interests. Telephone: (212) 725-3131.

The Institute of Continuing Legal Education (Austin Anderson, Director; Hutchins Hall, Ann Arbor, Michigan 48104) regularly issues programs and publications in this area for administrators, academic personnel, and lawyers.

Research programs are underway in several other centers as well. Two programs of national scope are the Stanford Project on Academic Governance (J. Victor Baldridge, Director; School of Education, Stanford University, Stanford, California 94305) and the Research Program on Faculty Governance (Merrill Flood, Director; School of Education, University of Michigan, Ann Arbor, Michigan 48104).

A guide through the numerous studies and reports of the Carnegie Commission on Higher Education is presented in *Change* 5, no. 9 (November 1973), with critiques by Norman Birnbaum and W. Roy Niblett. Lewis B. Mayhew's book *The Carnegie Commission on Higher Education: A Critical Analysis of the Reports and Recommendations* (San Francisco: Jossey-Bass, 1973) is also a helpful aid.

B. Bibliographies and Services, Public Employment Relations

The U.S. Department of Labor maintains a Public Employee Labor Relations Information Exchange (Washington, D.C. 20410). Gilbert E. Donahue has issued an excellent booklet through this program: *Current References and Information Services for Policy Decision-Making in State and Local Government Labor Relations: A Selected Bibliography* (Washington,

D.C.: U.S. Department of Labor, Labor Management Services Administration, Division of Public Employee Labor Relations, November 1971, vii, 88 p.), containing partly annotated lists of resources, 1965-1971, with index.

The extensive, briefly annotated *Public Employment Bibliography* by Robert V. Pezdek is divided into ninety-nine categories (Ithaca: New York State School of Industrial and Labor Relations, Cornell University, Bibliography Series no. 11, 1973, ix, 185 p.). It is a continuation of Richard Pegnetter's 1971 *Public Employment Bibliography* (no. 1 in the same series) and primarily covers the period 1970-1972.

C. Periodicals, Bargaining Agent Activity

The following periodicals are especially useful for information about what the major bargaining agents are doing. These and other related periodicals are indexed by subject, author, and title in *Education Index* (N.Y.: Wilson), issued monthly with periodical and annual cumulations.

A. IUP Bulletin. Issued four times a year by the American Association of University Professors Address: Suite 500, One Dupont Circle, N.W., Washington, D.C. 20005. Woodley Osborne is Director of Collective Bargaining. AAUP also publishes a newsletter, *Academe*. Telephone: (202) 466-8050.

American Federation of Teachers. *The American Teacher* and *On Campus*, periodical newsletters reporting the activities of AFT at all levels and in higher education. Address: 1012 14th St., N.W., Washington, D.C. 20005. Robert Neilson is Executive Director of the Colleges and Universities Department. Telephone: (202) 737-6141.

The Chronicle of Higher Education. Published weekly through most of the year; address: 1717 Massachusetts Ave., N.W., Washington, D.C. 20036.

Community and Junior College Journal. Published ten times a year; issued by the American Association of Community and Junior Colleges, continuing the former *Junior College Journal*; address: One Dupont Circle, N.W. Washington, D.C. 20036.

National Education Association. *Higher Education Forum*. A periodical newsletter published by the NEA for the three higher education groups formed within the NHEA after the American Association for Higher Education withdrew: National Faculty Association for Community and Junior Colleges, National Society of Professors, and National Association of College and University Administrators; the first was established in June 1967, the latter two in April 1969. Address: 1201 16th St., N.W., Washington, D.C. 20036. Robert Simpson is Manager of Higher Education Program. Telephone: (202) 833-4260.

National Education Association, Research Division. *Negotiations Research Digest*. Appears ten times each year, covering all levels; address: 1201 16th St., N.W., Washington, D.C. 20036.

The three major agents also issue sample contracts and other information, at the above addresses.

D. Periodicals, Higher Education and Public Employment Relations

No single periodical keeps track of all developments in higher education. *The Chronicle of Higher Education* reports recent events.

The first four issues of the new quarterly *Journal of Collective Negotiations in the Public Sector* (February, 1972-) dealt chiefly with the public schools; subsequent issues have included the higher education scene as well. It is published by Baywood Publishing Company, 1 Northwest Drive, Farmingdale, N.Y. 11735.

The Bureau of National Affairs *Labor Relations Yearbook* (Washington, D.C. 1965-) contains accounts of major studies, meetings, contract settlements, and new developments with tables of economic data.

Labor Arbitration Reports, *Labor Relations Reporter*, and *Government Employee Relations Report* are also published by the Bureau (1231 25th Street, Washington, D.C. 20037) and are issued throughout the year. The latter provides a comprehensive weekly up-dating of legal documents at all governmental levels and in full text, of related data, of reports, and of other important materials.

Relevant Bureau of Labor Statistics information and other activities are reported in its *Monthly Labor Review* (400 1st Street, N.W., Washington, D.C. 20427).

Arbitration in the Schools (March 1, 1970-), a monthly issued by the American Arbitration Association, surveys grievance arbitration.

College Counsel, for several years an occasional publication of the National Association of College and University Attorneys, has become the quarterly *Journal of College and University Law* (Suite 510, One Dupont Circle, Washington, D.C. 20036), Volume 1, number 1 was issued in the Fall of 1973.

Since its first issue in January, 1972, the *Journal of Law and Education* (728 National Press Building, Washington, D.C. 20004) has surveyed new developments in the area, with occasional brief summaries on legislation and recent cases, including those that affect higher education institutions. Collective bargaining, however, so far receives less attention than other items.

Other periodicals that convey experience of special value for higher education include *AAUP Bulletin*, *Arbitration Journal*, *Change*, *Community and Junior College Journal*, *Educational Record*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Industrial Relations Law Digest*, *IRC Reports* (Honolulu, Industrial Relations Center), *Intellect* (formerly *School and Society*), *Journal of the College and University Personnel Association*,

Journal of Higher Education, Labor Law Journal, Liberal Education, and the newly titled Public Personnel Management (formerly Personnel Administration and Public Personnel Review).

The *Public Employee Relations Library* (Chicago: Public Personnel Association, 1968-) can be expected to continue important coverage. So far this material does not directly treat college and university situations.

II. PUBLIC EMPLOYMENT BARGAINING: LABOR LAW AND PRACTICE

A. Books

1965-1969

1. MARCEAU, LE ROY. *Drafting a Union Contract*. Boston: Little, Brown, 1965. 321 p.

Detailed advice on every aspect of drafting, with special attention to step-by-step procedures and to meanings of terms.

2. LIEBERMAN, MYRON, and MICHAEL MOSKOW. *Collective Negotiations for Teachers*. Chicago: Rand McNally, 1966. 768 p.

3. HEISEL, W. DONALD, and J. D. HALLIHAN. *Questions and Answers on Public Employee Negotiation*. Chicago: Public Personnel Association, 1967. 214 p.

Practical tips especially designed for management.

4. WARNER, KENNETH O., and MARY L. HENNESSY. *Public Management at the Bargaining Table*. Chicago: Public Personnel Association, 1967. 490 p.

Includes an example, a how-to-do-it outline, discussion of the future of collective bargaining, and bibliography.

1970

5. ANDREE, ROBERT G. *Collective Negotiations: A Guide to School Board-Teacher Relations*. Lexington, Mass.: D.C. Heath, 1970. x, 248 p.

A highly practical handbook, arranged for ease of use. See his 1971 book, no. 11 listed below.

6. MOSKOW, MICHAEL H., J. JOSEPH LOEWENBERG, and EDWARD C. KOZIARA. *Collective Bargaining in Public Employment*. New York: Random House, 1970. xiv, 336 p.

The first full-scale textbook on the subject. The 1972 companion volume of readings and cases is listed below, no. 15.

7. PRASOW, PAUL, and EDWARD PETERS. *Arbitration and Collective Bargaining: Conflict Resolution in Labor Relations*. New York: McGraw-Hill, 1970. xix, 426 p.

A general textbook approach, usefully divided into separate areas and activities. See the 1972 report by Prasow and others, no. 16 cited below.

8. ROBERTS, HAROLD S. *Labor-Management Relations in the Public Service*. 5th ed. Honolulu: University of Hawaii Press, 1970. 617 p.

This compilation of materials began in 1962 following President John F. Kennedy's Executive Orders 10987 and 10988. It has become a standard reference work.

9. SMITH, RUSSELL A., LEROY S. MERRIFIELD, and DONALD P. ROTHCHILD. *Collective Bargaining and Labor Arbitration: Materials on the Negotiation, Enforcement and Content of the Labor Agreements*. Indianapolis: Bobbs-Merrill, 1970. xxiv, 919 p.
10. WOLLETT, DONALD H., and ROBERT H. CHANIN. *The Law and Practice of Teacher Negotiations*. Washington, D.C.: Bureau of National Affairs, 1970. 1567 p. (looseleaf)

1971

11. ANDREE, ROBERT G. *The Art of Negotiation: Roles, Games, Logic*. Lexington, Mass.: Heath Lexington Books, 1971. xi, 239 p.

A legally informed, practical treatise on the bargaining process in public schools, with useful appendixes. Much of this is quite applicable to higher education.

12. SOMERS, GERALD G. *A Review of Industrial Relations Research*. Vol. II. Madison: Industrial Relations Research Institute, University of Wisconsin, October 1971. 238 p.

A well prepared and valuable resource, providing extensive comparative discussion of the literature. See especially the introductory survey on "Public Policy and Labor-Management Relations" by Benjamin Aaron and Paul Seth Meyer, 1-66, and "Collective Bargaining Trends and Patterns" by James L. Stern, 125-182. The first particularly notes critiques of the NLRB, its interpretations of grievance arbitration and of Title VII on job discrimination, policies on strikes and national emergency disputes, and other issues. Special problems in higher education are only lightly touched on. ERIC: ED 059 381. Available only from Industrial Relations Research Association, 7114 Social Science Building, University of Wisconsin, Madison, Wisconsin 53706.

1972

13. DAVEY, HAROLD W. *Contemporary Collective Bargaining*. 3d ed. Englewood Cliffs, N.J.: Prentice-Hall, 1972. xiv, 402 p.

This standard introduction, revised, gives a fine overview of the field.

14. GILROY, THOMAS P., and ANTHONY V. SINICROPI. *Dispute Settlement in the Public Sector: The State of the Art: Report Submitted to Division of Public Employee Labor Relations, Office of Labor Management Relations Services, United States Department of Labor*. Washington, D.C.: U.S. Government Printing Office, 1972. 141 p.

15. LOEWENBERG, J. JOSEPH, and MICHAEL H. MOSKOW, eds. *Collective Bargaining in Government: Readings and Cases*. Englewood Cliffs, N.J.: Prentice-Hall, 1972. xiv, 362 p.

A useful collection of articles—a companion to the 1970 textbook by Moskow et al., no. 6 cited above.

16. PRASOW, PAUL, EDWARD PETERS, ARCHIE KLEINGARTNER, HOWARD S. BLOCK, C. FREDERICK TOTTEN, EDWIN H. KAYE, and CAROL SCOTT. *Scope of Bargaining in the Public Sector—Concepts and Problems*. Washington, D.C.: U.S. Government Printing Office, 1972. ix, 156 p.

An excellent comprehensive report, providing history, theoretical framework, comparison with roles of civil service commissions, a survey of literature and research (including that in progress in 1971), and a survey of practices and policies at all levels of U.S. government compared with those in other countries. Submitted to the Division of Public Employee Labor Relations, U.S. Department of Labor.

17. STAUDOHAR, PAUL D. *Public Employment Disputes and Dispute Settlement*. Honolulu: Industrial Relations Center, College of Business Administration, University of Hawaii, May 1972. viii, 146 p.

The author's 1969 Ph.D. dissertation at the University of Southern California was on "Collective Bargaining, Disputes and Dispute Settlement Procedures in Public Employment," 285 p.

18. ZAGORIA, SAM, ed. *Public Workers and Public Unions*. Englewood Cliffs, N.J.: Prentice-Hall, 1972. vi, 182 p.

General background reading for the fortieth American Assembly, 1971. Higher education is not included. John W. Macy, Jr., "The Role of Bargaining in the Public Service," 5-19; Lee C. Shaw, "The Development of State and Federal Laws," 20-36; Arvid Anderson, "The Structure of Public Sector Bargaining," 37-52; Henry W. Maier, "Collective Bargaining and the Municipal Employer," 53-62; Frederick R. Livingston, "Collective Bargaining and the School Board," 63-76; Victor Gotbaum, "Collective Bargaining and the Union Leader," 77-88; Frederick O'R. Hayes, "Collective Bargaining and the Budget Director," 89-100; Arnold M. Zach, "Impasses, Strikes, and Resolutions," 101-121; A. H. Raskin, "Politics Up-Ends the Bargaining

Table," 122-146; William B. Gould, "Labor Relations and Race Relations," 147-159; Sam Zagoria, "The Future of Collective Bargaining in Government." 160-177.

1973

19. ELKOURI, FRANK, and EDNA ASPER ELKOURI. *How Arbitration Works*. 3d ed. Washington, D.C.: Bureau of National Affairs, 1973. xxv, 819 p.

This classic volume on arbitration procedures is also useful for understanding contract provisions.

20. NIPPENBERG, GERARD I. *Fundamentals of Negotiating*. New York: Harcourt Brace Jovanovich Books, 1973. xii, 306 p.

Combines revised and expanded editions of *The Art of Negotiating* (1968) and *Creative Business Negotiating* (1971). Straight talk, introductory, builds imaginative examples around Abraham Maslow's hierarchy of human needs.

21. STIEBER, JACK. *Public Employee Unionism: Structure, Growth, Policy*. Washington, D.C.: The Brookings Institutions, 1973. xiv, 256 p.

A synopsis, especially on state and local employment relations to 1970, but not dealing with the academic scene.

B. Articles

1965-1968

22. JOSEPH, MYRON L. "The Concept of Bargaining in Industrial Relations." *Industrial Relations Research Association Winter Proceedings*, 1965, 183-193.

Now an almost classic discussion of models used in the industrial sector.

1969

23. DOLE, RICHARD F., JR. "State and Local Public Employee Collective Bargaining in the Absence of Explicit Legislative Authorization." *Iowa Law Review* 54, no. 4 (February 1969), 539-559.

A thoroughgoing study of the problems, amply footnoted—with special reference to Iowa, which lacked a comprehensive collective bargaining statute.

24. OBERER, WALTER E. "The Future of Collective Bargaining in Public Employment." *Labor Law Journal* 20, no. 12 (December 1969), 777-786.

Address to NEA's Fourth Annual National Seminar on Professional Negotiations in Public Employment by Cornell professor of law and industrial and labor relations.

25. SMITH, RUSSELL A. "State and Local Advisory Reports on Public Employment Labor Legislation: A Comparative Analysis." *Michigan Law Review* 67, no. 5 (March 1969), 891-918.

Part of a symposium on "Labor Relations in the Public Sector," 891-1082. The final article by Ralph S. Brown, also cited as no. 113 below, is also especially relevant to higher education. The other articles are: Charles M. Rehmus, "Constraints on Local Governments in Public Employment Bargaining," 919-930; Theodore H. Kheel, "Strikes and Public Employment," 931-942; Arvid Anderson, "Strikes and Impasse Resolution in Public Employment," 943-970; H. W. Arthurs, "Collective Bargaining in the Public Service of Canada: Bold Experiment or Act of Folly?," 971-1000; Eli Hook, "The Appropriate Unit Question in the Public Service: The Problem of Proliferation," 1001-1016; Donald H. Wollett, "The Coming Revolution in Public School Management," 1017-1032; Ida Klaus, "The Evolution of a Collective Bargaining Relationship in Public Education: New York City's Changing Seven-Year History," 1033-1066; Ralph S. Brown, Jr., "Collective Bargaining in Higher Education," 1067-1082.

1970

26. BURTON, JOHN F., JR., and CHARLES KRIDER. "The Role and Consequence of Strikes by Public Employees." *Yale Law Journal* 79, no. 3 (January 1970), 418-440.

Response by Harry H. Wellington and Ralph K. Winter, "More on Strikes by Public Employees," *id.*, 441-443. In revised form, 1969 and 1970 articles on limits of public employment bargaining by Wellington and Winter are included in their book, *The Unions and the Cities*, Washington, D.C.: Brookings Institution, 1972, xiii, 226 p.

27. KRISLOV, JOSEPH, and ROBERT M. PETERS. "Grievance Arbitration in State and Local Government: A Survey." *Arbitration Journal* 25, no. 3 (1970), 196-205.

28. WAKS, JAY W. "Impact of the Agency Shop on Labor Relations in the Public Sector." *Cornell Law Review* 55, no. 4 (April 1970), 547-593.

Thorough coverage; comparison of the various state laws at that time; offers a Model Agency Shop Statute, with extensive comment.

29. WAKS, JAY W. "Privilege of Exclusive Recognition and Minority Union Rights in Public Employment." *Cornell Law Review* 55, no. 6 (July 1970), 1004-1032.

Cites the relevant state laws, as of that time.

30. ZACH, ARNOLD M. "Ability to Pay in Public Sector Bargaining." In *Conference on Labor, New York University, Proceedings, 23rd* (1970), 403-426.

1971

31. ANDERSON, ARVID. "Public Employee Collective Bargaining: The Changing of the Establishment." *Wake Forest Law Review* 7, no. 2 (March 1971), 175-188.

32. BEGIN, JAMES P. "The Private Grievance Model in the Public Sector." *Industrial Relations* 10, no. 1 (February 1971), 21-35.

This study, drawn from his 1969 dissertation, compares grievance rates, types of issues, levels of settlement, use of arbitration, political factors, and deficiencies in the provisions for arbitration.

33. DUPONT, RALPH P., and ROBERT D. TOBIN. "Teacher Negotiations into the Seventies." *William and Mary Law Review* 12, no. 4 (Summer 1971), 711-749.

A well-argued essay, especially examines impasse procedures, strikes, and court injunctions.

34. HAUG, MARIE R., and MARVIN B. SUSSMAN. "Professionalization and Unionism: A Jurisdictional Dispute?" *American Behavioral Scientist* 14, no. 4 (March-April 1971), 525-540.

35. *Labor Law Journal* 22, no. 8 (August 1971), 484-508: "Policy Concerns in Public Employee Bargaining."

E. Edward Herman, "Introduction," 484; Robert E. Doherty, "Public Employee Bargaining and the Conferral of Public Benefits," 485-491; Dale G. Brickner, "The Status of Public Employee Bargaining," 492-497; Cyrus F. Smythe, Jr., "Public-Private Sector Multi-Employer Collective Bargaining—The Role of the Employer Representative," 498-508.

36. *Oregon Law Review* 51, no. 1 (Fall 1971), 7-213: Symposium on public sector bargaining.

Joseph R. Grodin and Mark A. Hardin, "Public Employee Bargaining in Oregon," 7-69; Robert M. O'Neil, "The Private Lives of Public Employees," 70-112; Jerome T. Barrett, "Governmental Response to

Public Unionism and the Recognition of Employee Rights," 113-133; John Kagel, "Grievance Arbitration in the Federal Service: How Final and Binding?" 134-150; Lee C. Shaw and R. Theodore Clark, Jr., "Determination of Appropriate Bargaining Units in the Public Sector," 151-176; Donald H. Wollett, "The Bargaining Process in the Public Sector," 177-182; John C. Wright, Jr., "The Pennsylvania Public Employee Relations Act," 183-190; Carl M. Stevens, "The Management of Labor Disputes in the Public Sector," 191-201; Paul L. Kleinsorge and Lafayette G. Harter, "Criteria for Impasse Resolution in Public Employee Labor Disputes," 202-213.

1972

37. CLARK, R. THEODORE, JR. "Administration of the Public Sector Collective Bargaining Agreement." *Chicago Bar Record* 53, no. 6 (March 1972), 265-270.
38. CRAFT, JAMES A. "Notes on the Administration of Collective Bargaining Agreements." *Personnel Administration and Public Personnel Review* 1, no. 1 (July-August 1972), 30-33.
39. HALLEM, TIMI ANYON, JAMES REMY WALTHER, MARTIN J. BRILL, ALLAN CHARLES LEBOW, and WILLIAM P. WADE. "Project: Collective Bargaining and Politics in Public Employment." *U.C.L.A. Law Review* 19, no. 6 (August 1972), 887-1051.

The study contains an historical summary, discussions on kinds of political activity and on state and federal restrictions, with reference to the relevant statutes. It concludes with an evaluation concerning the uses of politics in public employment collective bargaining.
40. JOHANNESSEN, DELL B., and W. BRITTON SMITH, JR. "Collyer: Open Sesame to Deferral." *Labor Law Journal* 23, no. 12 (December 1972), 723-741.

Analysis of the NLRB *Collyer* decision (1971) and general account of Board deferral from its beginnings to 1972.
41. LOEWENBERG, J. JOSEPH. "The Effect of Compulsory Arbitration on Collective Negotiations." *Journal of Collective Negotiations in the Public Sector* 1, no. 2 (May 1972), 177-190.
42. LOVE, THOMAS M., and GEORGE T. SULZNER. "Political Implications of Public Employee Bargaining." *Industrial Relations* 11, no. 1 (February 1972), 18-33.
43. MCAVOY, JOAN ZELDON. "Binding Arbitration of Contract Terms: A New Approach to the Resolution of Disputes in the Public Sector." *Columbia Law Review* 72, no. 7 (November 1972), 1192-1213.

44. ODEWAHN, CHARLES A. "The Mediator in the Public Sector—A New Breed?" *Labor Law Journal* 23, no. 10 (October 1972), 643-648.
45. RAINS, HARRY H. "Collective Bargaining in the Public Sector and the Need for Exclusion of Supervisory Personnel." *Labor Law Journal* 23, no. 5 (May 1972), 275-288.
Includes notice of provisions or lack of any in twenty-four state acts.
46. SHARP, THOMAS PAGE. "Craft Certification: New Expansion of an Old Concept." *Ohio State Law Journal* 33, no. 1 (Winter 1972), 102-127.
Examination of NLRB craft severance principle.
47. SHAW, LEE C., and THEODORE CLARK, JR. "The Practical Difference Between Public and Private Sector Collective Bargaining." *U.C.L.A. Law Review* 19, no. 6 (August 1972), 867-886.
Includes brief discussions on responsibility and accountability for collective bargaining, motivating public sector management, management rights doctrine, and ability to strike.
48. SIEGEL, JAY S., and BURTON KAINEN. "Political Forces in Public Sector Collective Bargaining." *Catholic University Law Review* 21, no. 3 (Spring 1972), 581-588.
49. STAUDOHAR, PAUL D. "Public Employee Grievances and Arbitration: Some Unresolved Issues." *Public Personnel Review* 33, no. 1 (January 1972), 56-61.
50. VIAL, DON. "The Scope of Bargaining Controversy: Substantive Issues vs. Procedural Hangups." *California Public Employee Relations*, no. 15 (November 1972), 2-36.
Special reference in this systematic analysis is to California. Eight considered responses later appeared as "A Symposium on the Scope of Bargaining Problem" in issue no. 16 (March 1973), 2-16, with a response from Don Vial, 13-16.
51. WILLIAMS, WILLIAM J. "The Public Service Collective Bargaining Process: Toward a New Technique." *Personnel Administration and Public Personnel Review* 1, no. 1 (August 1972), 34-37.
52. WORD, WILLIAM R. "Factfinding in Public Employee Negotiations." *Monthly Labor Review* 95, no. 2 (February 1972), 60-64.

53. BAIRSTOW, FRANCES. "Crossroads in Bargaining—Where Are the Professional Unions Now?" *Journal of Collective Negotiations in the Public Sector* 2, no. 4 (Fall 1973), 351-358.

Characterization of the contemporary professional union, with special reference to the Canadian experience, by the Director of McGill University's Industrial Relations Centre.

54. BENNETT, GEORGE. "Encouraging Settlements and Discouraging Strikes." *Journal of Collective Negotiations in the Public Sector* 2, no. 4 (Fall 1973), 359-370.

The deputy chairman of New York City's Office of Collective Bargaining argues for tailoring dispute settlement to the particular group involved. The article also appeared in *Public Personnel Management* 2, no. 6 (November-December 1973), 449-455.

55. BLAIR, PATRICIA N. "State Legislative Control over the Conditions of Public Employment: Defining the Scope of Collective Bargaining for State and Municipal Employees." *Vanderbilt Law Review* 26, no. 1 (January 1973), 1-21.

An essay on major approaches to the problem, not a survey.

56. BLOCH, RICHARD I., and MARVIN J. KARSON. "Comparison Data in Public Sector Bargaining." *Journal of Urban Law* 50, no. 4 (May 1973), 717-728.

Reference is to the use of comparison evidence in compulsory arbitration proceedings. Compare William J. Kilberg and Richard I. Bloch, "Making Realistic the Arbitration Alternative," *id.* 50, no. 1 (August 1972), 21-51.

57. BROOKSHIRE, MICHAEL L., and FRED HOLLY. "Resolving Bargaining Impasses Through Gradual Pressure Strikes." *Labor Law Journal* 24, no. 10 (October 1973), 662-670.

An alternative to full strikes by public employees.

58. COULSON, ROBERT. "The Public Employee and Arbitration." *Journal of Collective Negotiations in the Public Sector* 2, no. 1 (Winter 1973), 5-12.

On the activities of the American Arbitration Association by its president.

59. DAVEY, HAROLD W. "What's Right and What's Wrong with Grievance Arbitration." *Arbitration Journal* 28, no. 4 (December 1973), 209-231.

68. LEWIN, DAVID. "Public Employment Relations: Confronting the Issues." *Industrial Relations* 12, no. 3 (October 1973), 309-321.

Effects of bargaining on public management, wage determination, and quality of governmental services; suggestions of needed research.

69. OVERTON, CRAIG, and MAX S. WORTMAN, JR. "Proposals and Counterproposals in Public Sector Collective Bargaining." *Journal of Collective Negotiations in the Public Sector* 2, no. 2 (Spring 1973), 125-134.

70. RANGLES, HARRY E. "Toward an Understanding of Negotiations in the Public Sector: Part I." *Journal of Collective Negotiations in the Public Sector* 2, no. 2 (Spring 1973), 201-230; "Part II," *id.* 2, no. 3 (Summer 1973), 231-256.

Emphasis is on the public schools.

71. ROCHIA, JOSEPH R., JR. "Collective Bargaining Trends in the Public Sector." *Journal of Collective Negotiations in the Public Sector* 2, no. 1 (Winter 1973), 77-96.

An arbitrator surveys the general situation, then briefly emphasizes certain trends, especially in dispute resolution.

72. SEIDMAN, JOEL. "Bargaining Structure: Some Problems of Complexity and Dislocation." *Labor Law Journal* 24, no. 6 (June 1973), 340-350.

Problems of fragmented, joint, and coalition bargaining in the private and public sectors.

73. SHAW, LEE C., and R. THEODORE CLARK, JR. "Public Sector Strikes: An Empirical Analysis." *Journal of Law and Education* 2, no. 2 (April 1973), 217-234.

Four types of strikes: recognition, jurisdictional, during term of agreement, economic; effects of strikes and strike threats. Also in this issue: John Ligtenberg, "Some Effects of Strikes and Sanctions—Legal and Practical," 235-252; Wallace E. Good, "Public Employee Impasse Resolution by Judicial Order: The Nebraska Court of Industrial Relations," 253-265.

74. SINICROPI, ANTHONY V., and THOMAS P. GILROY. "The Legal Framework of Public Sector Dispute Resolution." *Arbitration Journal* 28, no. 1 (March 1973), 1-13.

A useful comparative summary of provisions at the federal, state and local levels. Compare their article on "Impasse Resolution in Public Employment: A Current Assessment," *Industrial and Labor Relations Review* 25, no. 4 (July 1972), 496-511.

75. WORD, WILLIAM A. "Toward More Negotiations in the Public Sector." *Public Personnel Management* 2, no. 5 (September-October 1973), 345-350.

The author recommends limiting impasse procedure to factfinding and final offer selection. Compare his 1972 article, no. 52 cited above.

76. YAFFE, BYRON. "Free Speech Rights of Public Employees." *Journal of Collective Negotiations in the Public Sector* 2, no. 1 (Winter 1973), 45-73.

Detailed examination of relevant court cases and discussion of the issues.

77. YAFFE, BYRON. "Political Activities of New York State Public Sector Employee and Employer Interest Groups." *Journal of Collective Negotiations in the Public Sector* 2, no. 3 (Summer 1973), 317-332.

Lobbying of AFL-CIO and AFSCME; emerging alliances and internal political structure of public sector interest groups.

III. COLLECTIVE BARGAINING AND GOVERNANCE IN HIGHER EDUCATION

A. Books

1967-1969

78. AMERICAN ASSOCIATION FOR HIGHER EDUCATION. *Faculty Participation in Academic Governance*. Washington, D.C.: American Association for Higher Education, 1967. 67 p.
Report of the AAHE task force on faculty representation and academic negotiations, Campus Governance Program.
79. JOUGHIN, LOUIS, ed. *Academic Freedom and Tenure: A Handbook of the American Association of University Professors*. Madison: University of Wisconsin Press, 1967. xiv, 343 p.
80. SMITH, G. KERRY, ed. *Agony and Promise: Current Issues in Higher Education, 1969*. San Francisco: Jossey-Bass, 1969. xvii, 282 p.
Papers of AAHE's 24th National Conference; especially Section V—Governance: Lewis B. Mayhew, "Faculty in Campus Governance," 145-160, and John C. Livingston, "Academic Senate Under Fire," 161-172.

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81. KRUYTBOSCH, CARLOS E., and SHELDON L. MESSINGER, eds. *The State of the University: Authority and Change*. Beverly Hills, Calif.: Sage Publications, 1970. 384 p.
82. MORTIMER, KENNETH P. *Academic Government at Berkeley: The Academic Senate*. Berkeley: University of California, Center for Research and Development in Higher Education, 1970. vii, 194 p.

1971

83. ASSEMBLY ON UNIVERSITY GOALS AND GOVERNANCE. *A First Report*. Cambridge, Mass.: American Academy of Arts and Sciences, 1971.
84. BALDRIDGE, J. VICTOR, ed. *Academic Governance: Research on Institutional Politics and Decision Making*. Berkeley, Calif.: McCutchan, 1971. viii, 579 p.
85. BALDRIDGE, J. VICTOR, ed. *Power and Conflict in the University: Research in the Sociology of Complex Organizations*. New York: J. Wiley, 1971. xiii, 238 p.

86. BELCHER, A. LEE, HUGH P. AVERY, and OSCAR S. SMITH. *Labor Relations in Higher Education*. Washington, D.C.: College and University Personnel Association, 1971. x, 106 p.

Nonacademic employees are the focus in this brief introductory treatment especially for personnel officers, done jointly with the National Association of College and University Business Officers.

87. HODGKINSON, HAROLD L., and L. RICHARD MEETH, eds. *Power and Authority: Transformation of Campus Governance*. San Francisco: Jossey-Bass, 1971. xviii, 216 p.

88. KEETON, MORRIS. *Shared Authority on Campus*. Washington, D.C.: American Association for Higher Education, 1971. vii, 168 p.

Studies and recommendations from AAHE's Campus Governance Program.

89. MCCONNELL, T. R. *The Redistribution of Power in Higher Education: Changing Patterns of Internal Governance*. Berkeley: University of California, Center for Research and Development in Higher Education, 1971. 67 p.

90. MCCONNELL, T. R., and KENNETH P. MORTIMER. *The Faculty in Academic Governance*. Berkeley: Center for Research and Development in Higher Education, University of California, 1971. 206 p.

A study of structures at the University of California, Berkeley, at the University of Minnesota, and at Fresno State College, leading to support of a strengthened academic senate model versus collective bargaining. ERIC: ED 050 703.

91. *The Michigan Faculty: Report of the Committee on Faculty Rights and Responsibilities to the University of Michigan Senate Assembly*. Ann Arbor, Michigan, November 8, 1971. xx, 146 p.

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92. ADELL, B. L., and D. D. CARTER. *Collective Bargaining for University Faculty in Canada*. Kingston, Ontario: Industrial Relations Center, Queen's University, 1972. xii, 99 p.

Report to Association of Universities and Colleges of Canada. ERIC: ED 061 901.

93. ALEXANDER, KERN, and ERWIN S. SOLOMON. *College and University Law*. Charlottesville, Virginia: Michie, 1972. xxvi, 776 p.

Only four pages at the end are devoted to "College Faculties and Collective Bargaining," though some relevant material appears in other sections. This volume is especially geared to the needs of administrators.

94. DYCKMAN, W. VERMILYE, ed. *The Expanded Campus, Current Issues in Higher Education* 27. San Francisco: Jossey-Bass, 1972. xvii, 284 p.

Chapters 1-4 are on the Carnegie Commission's work. Other relevant chapters: E. D. Duryea and Robert S. Fisk, "Impact of Unionism on Governance," 105-115; Sheldon Elliot Steinbach, "Collective Bargaining on Private Campuses," 116-129; and Florence Moog, "Tenure is Obsolete," 130-136.

95. *Faculty Collective Bargaining in Postsecondary Institutions: The Impact on the Campus and on the State: Background and Recommendations*. Denver, Colorado: Education Commission of the States, May 1972. 20 p.

This document was prepared in support of active involvement of the Education Commission of the States in collective bargaining studies. ERIC: ED 062 968.

96. *Labor Relations in Higher Education*. New York: Practising Law Institute, Course Handbook Series, no. 47, November-December 1972. 264 p.

William P. Lemmer, "The Unit Question," 7-18; Harvey I. Wax, "The 'Student-Employee' at the University," 19-26; Thomas L. P. O'Donnell, "The Private Institution," 27-46; J. David Kerr, "The Public Institution," 47-56; Herbert D. Schwartzman, "Collective Bargaining in Higher Education," 57-68; J. David Kerr, "Preparation for Bargaining and Creating the Negotiating Team," 69-78; Terrence N. Tice, "Public Employee State Laws" (reprint), 79-116; William B. Boyd, "Collective Bargaining in Academe: Causes and Consequences" (reprint), 117-132; Michael H. Moskow, "The Scope of Collective Bargaining in Higher Education" (reprint), 133-156; Ronald C. Brown, "Professors and Unions: The Faculty Senate: An Effective Alternative to Collective Bargaining in Higher Education" (reprint), 157-240; "Joint Submission of the Faculty Associations on Salaries and Other Terms and Conditions of Employment to the Board of Governors, The University of Saskatchewan," 241-260.

97. MORTIMER, KENNETH P., and G. GREGORY LOZIER. *Collective Bargaining: Implications for Governance*. University Park: Center for the Study of Higher Education, Pennsylvania State University, June 1972. 67 p.

98. *Report on Possible Collective Action by the Faculty*. Academic Senate, Berkeley Division, University of California, March 20, 1972. 10 p.

The report was approved by the Academic Senate on that date. It is reprinted in Tice, ed., 1973, no. 109 cited below.

99. TICE, TERRENCE N., ed. *Faculty Power: Collective Bargaining on Campus*. Ann Arbor, Michigan: The Institute of Continuing Legal Education, 1972. xvii, 368 p.

Contents: Theodore J. St. Antoine, "Introductory Remarks," 1-8; Russell A. Smith, "Legal Principles of Public Sector Bargaining," 9-22; Robert G. Howlett, "Perspectives in Public Sector Bargaining," 23-36; William F. McHugh, "Faculty Bargaining: Practical Considerations," 37-48; J. David Kerr and Kenneth M. Smythe, "Collective Bargaining in Public Institutions," 49-58; Tracy H. Ferguson, "Private Institutions and the NLRB," 59-66; Kari J. Jacobs, "Collective Bargaining in Community Colleges," 67-74; "Institutional Differences: Questions and Answers," 75-80; William P. Lemmer, "Cases at the University of Michigan," 81-90; Charles M. Rehms, "Alternatives to Bargaining and Traditional Governance," 91-98; Belle Zeller, "Bargaining at the City University of New York," 99-106; "Panel Discussion" by John W. Reed, Charles M. Rehms, Russell A. Smith, Terrence N. Tice, Belle Zeller, 107-116; Alfred D. Sumberg, Allan F. Smith, Malcolm G. Scully, Robert T. Blackburn, "Should Faculties Organize?" 117-128; Terrence N. Tice, "Pros and Cons of Collective Bargaining," 129-140; Harry T. Edwards, R. Theodore Clark, Jr., Theodore Sachs, J. David Kerr, and William F. McHugh, "The Bargaining Process: Problems and Procedures," 141-154. Appendixes by the editor: "Public Employee State Laws," 155-190; "Two Model State Acts," 191-222; "Executive Order No. 11491," 223-230; "The Cornell Case," 231-250; "The Million Dollar Rule of the NLRB," 251-254; "The Fordham Case," 255-272; "Association of American Law Schools Position Statement and Brief," 273-288; "NLRB Denial of the American Association of University Professors Petition," 289-290; "Bargaining Agents at 163 Colleges and Universities," 291-298; "Contracts," 299-314; "Bylaws: Legislative Conference of the City University of New York," 319-330; "Bargainable Issues," by J. David Kerr and Kenneth M. Smythe, 315-318; "Bibliography," 331-350.

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100. BEGIN, JAMES P. *Faculty Bargaining: A Conceptual Discussion*. Washington, D.C.: U.S. Department of Health, Education, and Welfare, February 1973. iii, 68 p.

A bargaining model is developed, including factors affecting the operation and the impact of the bargaining process.

101. BELLEWITZ, MAURICE C., ed. *Proceedings, First Annual Conference, April 1973, National Center for the Study of Collective Bargaining in Higher Education*. New York: Baruch College, City University of New York, 1973. 136 p.

Contents: Maurice C. Benewitz, "Introduction," 5-7; Sidney Hook, "The Academic Mission and Collective Bargaining," 8-17; Robert J. Kibbee, "A Chancellor Views Bargaining in Retrospect and Prospect," 18-23; David Selden, "Unionism's Place in Faculty Life," 24-27; Donald H. Wollett, "Historical Development of Faculty Collective Bargaining and Current Extent," 28-40; Terrence N. Tice, "The Faculty Rights and Responsibilities Report: University of Michigan," 41-50; Robert J. Wolfson, "Productivity and University Salaries: How Will Collective Bargaining be Affected?" 52-57; Margaret K. Chandler and Connie Chiang, "Management Rights Issues in Collective Bargaining in Higher Education," 58-66; Israel Kugler, "Creation of a Distinction Between Management and Faculty," 67-71; Tracy H. Ferguson, "Certification of Units under Federal Law," 72-80; Jerome Lefkowitz, "Certification of Units in Higher Education," 81-88; Charles Bob Simpson, "Academic Judgment and Due Process," 89-95; Milton Friedman, "Special Issues in Arbitration of Higher Education Disputes: Academic Judgment and Tenure Quotas," 96-103; Thomas G. S. Christensen, "Due Process and Academic Collegiality," 104-108; William B. Boyd, "The Question of Tenure," 117-124; Woodley B. Osborne, "Is Tenure a Bargainable Issue?" 125-129; David Newton, "Management Structure and the Financing of Bargains in Public Universities," 130-135.

102. CARR, ROBERT K., and DANIEL K. VANFYCK. *Collective Bargaining Comes to the Campus*. Washington, D.C.: American Council on Education, 1973. xii, 314 p.

A general account of collective bargaining in four-year institutions from 1968 to 1972—background, causes, procedures, problems and prospects.

103. COMMISSION ON ACADEMIC TENURE IN HIGHER EDUCATION, WILLIAM R. KEAST and JOHN W. MACY, JR., co-chairmen. *Faculty Tenure: A Report and Recommendations by the Commission on Academic Tenure in Higher Education*. San Francisco: Jossey-Bass, 1973. xviii, 276 p.

The 92-page landmark report, with recommendations, was jointly sponsored by the American Association of University Professors and the Association of American Colleges. It is accompanied by Walter P. Metzger, "Academic Tenure in America: A Historical Essay," 93-159; Victor G. Rosenblum, "Legal Dimensions of Tenure," 160-193; William F. McHugh, "Faculty Unionism and Tenure," 194-214; and some supporting documents, 215-254.

104. DURYEA, E. D., ROBERT S. FISK, and ASSOCIATES. *Faculty Unions and Collective Bargaining*. San Francisco: Jossey-Bass, 1973. xvi, 236 p.

In general introductory style, chapters are contributed by Joseph W. Garbarino, "Emergence of Collective Bargaining," 1-19; Donald H. Wollett, "Issues at Stake," 20-43; David L. Graham and Donald E. Walters, "Bargaining Process," 44-65; Matthew W. Finkin, "Grievance Procedures," 66-86; George W. Angell, "Two-Year College Experience," 87-107; Kenneth P. Mortimer and G. Gregory Lozier, "Contracts of Four-Year Institutions," 108-129; Robert S. Fisk and William C. Puffer, "Public University System: State University of New York," 130-155; Neil S. Bucklew, "State College: Central Michigan," 156-174; Frederick E. Hueppe, "Private University: St. John's," 175-194; Robert S. Fisk and E. D. Duryea, "Epilogue: Analysis and Perspective," 195-216.

105. HEWITT, RAYMOND G., ed. *The Effects of Faculty Collective Bargaining on Higher Education: Proceedings of a Conference Held in Boston, Massachusetts*. Wellesley, Mass.: New England Board of Higher Education, 1973. vi, 125 p.

Included are Donald E. Walters, "Introduction and Summary," 1-4; Sanford H. Kadish, "Faculty Collective Bargaining—Prospects and Implications," 7-17; Werner A. Baum, Matthew W. Finkin, Thomas J. Mooney, and Paul J. Reiss, "Panel: Effect of Unionization on the Collegial Roles of Faculty, Students and Administration," 18-44; Robert K. Carr, "The Troubled Professor," 45-55; Kenneth M. MacKenzie, Charles J. Ping, and Charles R. Simpson, "Panel: Unionization and Institutional Planning," 56-82; George W. Bonham, "Education and Social Survival," 83-91; Israel Kugler, Allen T. Bonnell, Robert F. Pickard, and Edward J. Bloustein, "Panel: Unionization and Campus Governance," 92-116; Allan M. Cartter, "The Academic Labor Market in the 1980s," 117-125.

106. HUGHES, CLARENCE R., ROBERT L. UNDERBRINK, and CHARLES O. GORDON, eds. *Collective Negotiations in Higher Education: A Reader*. Carlinville, Illinois: Blackburn College Press, 1973. ii, 226 p.

Typescript reprints of popular 1969-1971 articles by Belcher, Boyd, Gianopulos, Hanley, Howe, Kadish, Kugler, McHugh, Mayhew, Spurr, and Watts. Original chapter by Hughes, "Collective Bargaining and the Private College—Some Possible Implications," 116-122; brief statements of position from AAUP, AFT and NEA documents, 211-223.

107. LADD, EVERETT CARLL, JR., and SEYMOUR MARTIN LIPSET. *Professors, Unions, and American Higher Education*. Berkeley, Calif.: The Carnegie Commission on Higher Education, 1973. xi, 124 p.

This study draws upon data collected in 1969 and 1972 surveys of faculty political opinions. Chapters are added dealing with the major unions, some prominent elections, effects of unionism on higher education, and concluding observations.

108. RICHARDSON, RICHARD C., JR., CLYDE E. BLOCKER, and LOUIS W. BENDER. *Governance for the Two-Year College*. San Francisco: Jossey-Bass, 1973. ix, 245 p.

109. TICE, TERRENCE N., ed. *Faculty Bargaining in the Seventies*. Ann Arbor: Institute of Continuing Legal Education, 1973. xvii, 408 p.

Robben W. Fleming, "Introductory Remarks," 1-6; Part I: The Approach to Bargaining: Alfred D. Sumberg, "Legislated Bargaining Rights and Academic Self-Government," 7-20; Harry T. Edwards, "Legal Aspects of the Duty to Bargain," 21-38; Tracy H. Ferguson, "Recent NLRB Decisions," 39-52; William P. Lemmer, "The Bargaining Unit," 53-62; Terrence N. Tice, "Faculty Bargaining: Varieties and Alternatives," 63-75; Part II: The Bargaining Process: J. David Kerr, "Preparations for Bargaining," 79-94; Ray A. Howe, "The Dramatic Action of Bargaining," 95-112; William F. McHugh, "Effects of Bargaining on Tenure and Other Academic Policies," 113-128; Thomas E. Joyner, "Mediation and Fact-finding in the Academic Setting," 129-142; Maurice C. Benewitz, "Grievance and Arbitration Procedures," 143-174; Part III: The Situation in the States, by Terrence N. Tice, 177-238; Appendixes on "Higher Education and the Growth of Public Sector Bargaining," "Four-Year College and University Grievance and Arbitration Procedures as of January 15, 1973," "New State Labor Laws, 1972," "National Civil Service League Model Law," "NLRB Cases," "NLRB Briefs and Decision: Syracuse University and New York University, 1972," "University Unit Decisions Rendered by the Michigan Employment Relations Commission," "University of Michigan Regents v. Employment Relations Commission, 389 Mich 96 (1973)," "The University of Michigan: The Faculty Rights and Responsibilities Report 1971-72," "The Berkeley Report on Faculty Collective Action, March 1972," "Education Commission of the States Report, May 1972," "American Association of University Professors Statement on Collective Bargaining, April 1972," 241-339; "Bibliography," 345-382; Statutory References, Table of Cases, Index, 382-408.

B. Articles

1966-1969

110. AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS, AMERICAN COUNCIL ON EDUCATION, AND ASSOCIATION OF GOVERNING BOARDS OF UNIVERSITIES AND COLLEGES. "Statement on Government of Colleges and Universities." *AAUP Bulletin* 52, no. 4 (Winter 1966), 374-379.

Also published in Joughin, 1967, no. 79 cited above.

111. MCCONNELL, JOHN. "How to Negotiate with a Professor's Union." *College Management* 2, no. 1 (January 1967), 24-31.

Interview of the editors with the President of the University of New Hampshire, formerly Dean of Cornell's School of Industrial and Labor Relations. Also in *Association of Governing Boards Reports* 10, no. 6 (March 1968), 3-15.

112. BROWN, J. DOUGLAS. "Academic Administration—An Industrial Relations View." *Labor Law Journal* 19, no. 8 (August 1968), 475-481.

By a former president of the American Arbitration Association and Dean of Princeton University.

113. BROWN, RALPH S., JR. "Collective Bargaining in Higher Education." *Michigan Law Review* 67, no. 5 (March 1969), 1067-1082.

An overview of issues, presented in solid legal perspective.

114. *Educational Record* 50, no. 4 (Fall 1969). Symposium on "University Governance," 388-448.

Especially Julian H. Levi, "Legal Aspects of University Governance," 405-410; Logan Wilson, "Changing University Governance," 388-404.

115. AMERICAN ACADEMY OF ARTS AND SCIENCES. "Governance of Universities: A Conference Report, The American Academy of Arts and Sciences," Part I, *Association of Governing Boards Reports* 13, no. 5 (February 1970), 2-61; Part II, no. 8 (May-June 1970), 3-44.

116. BARBASH, JACK. "Academics as Bargainers with the University." *Issues in Industrial Society* 1, no. 3 (1970), 22-28.

A thoughtful 1968 speech for the Midwest Division, Academy of Management, examining university bargaining in terms of an industrial relations model.

117. BROWN, MARTHA A. "Collective Bargaining on the Campus: Professors, Associations and Unions." *Labor Law Journal* 21, no. 3 (March 1970), 167-181.

Compares approaches of the major bargaining agents; discusses the California State Colleges case.

118. BROWN, RALPH S., and ISRAEL KUGLER. "Collective Bargaining for the Faculty." *Liberal Education* 56, no. 1 (March 1970), 75-85.

119. BROWN, RONALD C. "Professors and Unions: The Faculty Senate: An Effective Alternative to Collective Bargaining in Higher Education?" *William and Mary Law Review* 12, no. 2 (Winter 1970), 252-332.

Much of this material relates to Michigan colleges and universities and to Michigan law, but it has a more general reference as well.

120. BUYS, LARRY M. "Collective Bargaining in Michigan Community Colleges." *Journal of the College and University Personnel Association* 21, no. 3 (May 1970), 33-49.
121. GIANOPULOS, JOHN W. "The College Administrator and Collective Negotiations." *Junior College Journal* 41, no. 1 (August-September 1970), 26-29.
122. HICKMAN, C. ADDISON. "Faculty Role in Governance." In *Handbook of College and University Administration: Academia*, edited by Asa S. Knowles, sec. 6, pp. 85-103. New York: McGraw-Hill, 1970.
123. HOWE, RAY A. "The Bloody Business of Bargaining." *College and University Business* 49, no. 3 (March 1970), 63-67.

One of many concise and lively articles on the bargaining process by one who has worked on both sides of the table.
124. LEMMER, WILLIAM P. "Arbitration, Use, Value and Precautions in Institutional Labor Contracts." *College Counsel* 5, no. 1 (1970), 209-244.

By a University of Michigan attorney, a regular contributor on the legal aspects of bargaining.
125. PFNISTER, ALLAN O. "The Role of Faculty in University Governance." *Journal of Higher Education* 41, no. 6 (June 1970), 430-449.
126. POLISHOOK, SHEILA STERN. "Collective Bargaining and the City University of New York." *Journal of Higher Education* 61, no. 5 (May 1970), 377-386.
127. VAN ALSTYNE, WILLIAM W. "The Constitutional Rights of Teachers and Professors." *Duke Law Journal* 5, no. 5 (October 1970), 841-879.
128. WYNN, RICHARD. "Collective Bargaining." *Phi Delta Kappan* 51, no. 8 (April 1970), 415-419.

Distinguishes between an integrative and a distributive model of bargaining. A condensed version of this article: "Collective Bargaining Versus Collective Gaining," *Educational Digest* 36, no. 1 (September 1970), 13-16.
129. YOUNG, EDWIN. "Management and Collective Bargaining on the Campus." *Association of Governing Boards Reports* 13, no. 3 (November 1970), 17-23.

Also see remarks in the same issue by Walter G. Barlow, a Cornell trustee, under the same title, pp. 8-16. Young was then Chancellor at Wisconsin.

130. BOYD, WILLIAM B. "Collective Bargaining in Academe: Causes and Consequences." *Liberal Education* 57, no. 3 (October 1971), 306-318.

131. BUCKLEW, NEIL S. "Fiscal Judgment in Bargaining Can Uncover Hidden Costs." *College and University Business* 50, no. 2 (March 1971), 47-49.

By a highly knowledgeable administrator at Central Michigan University.

132. BUCKLEW, NEIL S. "Collective Bargaining in Higher Education: Its Fiscal Implications." *Liberal Education* 57, no. 2 (May 1971), 255-260.

The entire issue deals with financial matters.

133. BUCKLEW, NEIL S. "Administering a Faculty Agreement." *Journal of the College and University Personnel Association* 22, no. 3 (May 1971), 46-51.

134. CUNNINGHAM, THOMAS J. "Tenure and Non-Tenure." *College Counsel* 6, no. 1 (1971), 180-194.

135. DURYEA, E. D. "Reform in University Government." *Journal of Higher Education* 42, no. 5 (May 1971), 339-352.

136. FURNISS, W. TODD. "Giving Reasons for Nonrenewal of Faculty Contracts." *Educational Record* 52, no. 4 (Fall 1971), 328-337.

137. GARBARINO, JOSEPH W. "Precarious Professors: New Patterns of Representation." *Industrial Relations* 10, no. 1 (February 1971), 1-20.

See also in *Industrial Relations* 10, 231-233, Trevor Bain, "Comment," and Garbarino, "Reply."

138. HANLEY, DEXTER L., S.J. "Issues and Models for Collective Bargaining in Higher Education." *Liberal Education* 57, no. 1 (March 1971), 5-14.

A college president, experienced in labor relations, includes an alternative model followed at his own institution.

139. IKENBERRY, STANLEY O., et al. "The Invitational Seminar on Restructuring College and University Organization and Governance." *Journal of Higher Education* 42, no. 6 (June 1971), 421-542.

140. KERR, J. DAVID. "Faculty Bargaining in Higher Education—New Twists to the University." *Journal of the College and University Personnel Association* 22, no. 3 (May 1971), 37-45.

Some solid advice to personnel directors from a negotiator for Central Michigan University.

141. LIEBERMAN, MYRON. "Professors, Unite!" *Harper's Magazine* 243, no. 1457 (October 1971), 61-70.
142. MCCONNELL, T. R. "Faculty Government." In *Power and Authority: Transformation of Campus Governance*, edited by Harold L. Hodgkinson and L. Richard Meeth, pp. 98-125. San Francisco: Jossey-Bass, 1971.
143. MCHUGH, WILLIAM F. "Collective Bargaining and the College Student." *Journal of Higher Education* 42, no. 3 (March 1971), 175-185.
144. PALOLA, ERNEST G., TIMOTHY LEHMANN and WILLIAM R. BLISCHKE. "The Reluctant Planner: Faculty in Institutional Planning." *Journal of Higher Education* 42, no. 7 (October 1971), 587-602.

Palola has published several studies on institutional planning in higher education.

145. PETTIGREW, HARRY W. "'Constitutional Tenure': Toward a Realization of Academic Freedom." *Case Western Reserve Law Review* 22, no. 3 (April 1971), 475-514.
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